

**The Impact of Culture on Staff Confidence in
the Management of Educational Institutions in
Syria: Application Study at
(Higher Institution of Business Administration,
Higher Institution of Administrative Development
& National Institution of Public Administration)**

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Abstract

The research is concerned with the importance of the role of culture in the Syrian educational institutions and the presence of mutual trust between the staff of these institutions and their management. The researchers take three educational institutions as the research community which are (Higher Institute of Business Administration, Higher Institute for Managerial Development and National Institute of Public Administration). The study sample consisted of (210) employees on their work during the period from May to June of the current year 2013. The research tool was a questionnaire prepared by the two researchers, and evaluated by specialists, for a statement of validity and reliability. The research tool consisted of two main aspects: 1) the culture of the administration; and 2) the confidence of staff in the management of educational institutions, using some of the statistical methods, such as parameter link, (T-TEST), the contrast test ANOVA and coefficient Cronbach alpha to test the stability of research tool scale.

The results were as follows:

1 - the culture affects positively the confidence of the staff in the educational institutions' management.

2 - There were statistically significant differences in culture, attributed to the following demographic variables ((sex, marital status, income, experience and career level.))

3 - There were statistically significant differences in confidence, attributed to the following demographic variables ((sex, marital status, income and experience,)).

Based on the research results, the researchers recommend the following:

1 – There is a need of continuity valuating and evaluating any fruitful effort in academic work.

2 –Giving full attention to the consolidation of the culture's dimensions and the values through holding meetings, seminars and celebrations, and by providing classed behavioral models, and establishing training courses.

3 - Activating the role of human resources management in running the educational institutions.

Keywords: culture, confidence